INTERNET FORM NURB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE			UNDER 44 U.S.C 3512 PACE
Çase	31-CA-171553	Date Filed	3/10/2016

) 31-CA-1	3/10/2010
TRUCTIONS: an original with NLRB Regional Director for the region in which	the alleged unfair labor practice occurred or is occ	urthig.
	AGAINST WHOM CHARGE IS BROUGHT	
Name of Employer	-	b. Tel. No. (805) 271-7265
ew-Indy Containerboard, LLC		
January Communication, 200		c. Cell No. (b) (6), (b) (7)(C)
	Total Control of the	- 1. Fex No. (805) 488-0331
Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	a e-Mail
336 Perkins Street	(b) (b), (b) (7)(c)	(b) (6) (b) (7)
xnard, CA. 93033		(D)(D), (D)(T)
		n. Number of workers employed
Type of Establishment (factory, mine, wholesaler, etc.)	Identify principal product or service	
aper Mill	Recycled Fiber Paper	
The above-named employer has engaged in and Is engagi	ng in unfair labor practices within the meaning of	section 8(a), subsections (1) and (list
subsections) (5)	The state of the s	atior Relations Act, and these unfair labor
practices are practices affecting commerce within the mea		unfair practices affecting commerce
within the meaning of the Act and the Postal Reorganization	on Act.	
Basis of the Charge (set forth a clear and concise stateme	nt of the facts constituting the alleged unfair labo	r practices)
uring the past (6) six months the employers ha		
arties Collective Bargaining Agreement. The er	nplover made a unilateral change to Se	ction 14 Holidays, (Floating
olidays) in an attempt to avoid providing (3) three	ee paid sick days as required under the	California Healthy Workplace
ealthy Families Act of 2014, (AB 1522).		, , , , , , , , , , , , , , , , , , , ,
Full name of party filing charge (if labor organization, give inited Steelworkers Local 675	full name, including local name and number)	
nited Steelworkers Local 675		
. Address (Street and number, city, state, and ZIP code)		
00 E. 220th Street		4b. Tel. No.
arson, CA. 90745-3505		de Coll No
		4c. Cell No. (310) 522-2285
		4c. Cell No. (310) 522-2285
		4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324
		4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail
		4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail gfholloway@usw675.org
		4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mall gfholloway@usw675.org
	which it is an affiliate or constituent unit (to be file)	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mall gfholloway@usw675.org
genization) United Steel, Paper and Forestry, Ru	ibber, Manufacturing, Energy, Allied Ind	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mall gfholloway@usw675.org led in when charge is filed by a labor lustrial and Service Workers Int'l Un
ganization) United Steel, Paper and Forestry, Ru	ibber, Manufacturing, Energy, Allied Ind	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mall gfholloway@usw675.org
6. DECLARATI declare that thave read the above charge and that the stateme	ibber, Manufacturing, Energy, Allied Ind	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail gfholloway@usw675.org led in when charge is filed by a labor lustrial and Service Workers Int'l Un
declare that I have read the above charge and that the statemen	obber, Manuracturing, Energy, Allied Indo ON onts are true to it e best of my knowledge and belief.	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail gfholloway@usw675.org led in when charge is filed by a labor lustrial and Service Workers Int'l Un Tel. No. (925) 798-7050 Office, if any, Cell No.
declare that I have read the above charge and that the stateme	nbber, Manuracturing, Energy, Allied Indon ON onto are true to it a best of my knowledge and belief. ernando Miralez, USW Staff Rep.	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail gfholloway@usw675.org led in when charge is filed by a labor lustrial and Service Workers Int'l Un Tel. No. (925) 798-7050
Ganization) United Steel, Paper and Forestry, Ru 6. DECLARATI declars that I have read the above charge and that the statement	obber, Manuracturing, Energy, Allied Indo ON onts are true to it e best of my knowledge and belief.	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail gfholloway@usw675.org led in when charge is filed by a labor lustrial and Service Workers Int'l Un Tel. No. (925) 798-7050 Office, if any, Cell No.
(6. DECLARATI	nbber, Manuracturing, Energy, Allied Indon ON onto are true to it a best of my knowledge and belief. ernando Miralez, USW Staff Rep.	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail gfholloway@usw675.org led in when charge is filed by a labor lustrial and Service Workers Int'l Un Tel. No. (925) 798-7050 Office, if any, Cell No. (408) 209-1312 (cell) Fax No. (925) 798-4945
Genization) United Steel, Paper and Forestry, Ru 6. DECLARATI declare that there read the above charge and that the statement	obber, Manufacturing, Energy, Allied Indo ON into are true to the best of my knowledge and belief. ernando Minelez, USW Staff Rep. (Printfype name and title or office, if any)	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail gfholloway@usw675.org led in when charge is filed by a labor flustrial and Service Workers Int'l Un Tel. No. (925) 798-7050 Office, if any, Cell No. (408) 209-1312 (cell) Fax No. (925) 798-4945 e-Mail
United Steel, Paper and Forestry, Ru 6. DECLARATI declare that I have read the above charge and that the statements	obber, Manufacturing, Energy, Allied Indo ON into are true to the best of my knowledge and belief. ernando Minelez, USW Staff Rep. (Printfype name and title or office, if any)	4c. Cell No. (310) 522-2285 4d. Fax No. (310) 835-9324 4e. e-Mail gfholloway@usw675.org led in when charge is filed by a labor lustrial and Service Workers Int'l Un. Tel. No. (925) 798-7050 Office, if any, Cell No. (408) 209-1312 (cell) Fax No. (925) 798-4945 e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the Information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the Information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2005). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is valuntary, however, failure to supply the information will cause the NLRB to accline to invoke its processes.

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	DO NOT WRITE IN THIS SPACE		
Case	31-CA-176768	Date Filed	5/20/2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which th		ng.	
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer		b. Tel. No. 805-271-7265	
New Indy Centains/heard Lie			
New-Indy Containerboard Llc.		c. Cell No. (b) (6), (b) (7)(C)	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No. 805-986-9841	
5936 Perkins Road		g. e-Mail	
Oxnard, Ca 93033	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@new-indyct	
		h. Number of workers employed 88	
i. Type of Establishment (factory, mine, wholesaler, etc.) Paper Mill	j. Identify principal product or service Recycle paper		
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and (list	
subsections) 8(a)5	of the National Lab	or Relations Act, and these unfair labor	
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A	=	fair practices affecting commerce	
2. Basis of the Charge (set forth a clear and concise statement of	of the facts constituting the alleged unfair labor pro	actices)	
After a termination by Company of one of its employ	yee's, the Union filed a grievance on be	half of employee. The grievance	
has progressed to the Third (3) Step of grievance a			
2016, such information is necessary in order for the			
requested an extension of the time limits in order to	•	•	
reasonable date for Company to provide such information.	mation, and up to this date Company ha	is not provided the requested	
information.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
United Steelworkers Local 675			
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. 310-522-2277	
1200 E. 220th Street		4c. Cell No. 562-658-7406	
Carson, Ca 90745		^{4d. Fax No.} 310-835-9324	
		4e. e-Mail mramirez@usw675.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor			
organization) United Steel Workers of America AFL-CIO			
6. DECLARATION		Tel. No.	
	I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. 310-522-2277		
By Man	uel Ramirez	Office, if any, Cell No. 562-658-7406	
	Print/type name and title or office, if any)	Fax No. 310-835-9324	
	5/19/16	e-Mail	
Address 1200 E. 220th Street, Carson, California 9074	45 (date)	mramirez@usw675.org	

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PRIVACY ACT STATEMENT

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INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 31-CA-229389	Date Filed 10/15/18	

INSTRUCTIONS:

Name of Employer	OYER AGAINST WHOM CHARGE IS BROUGHT	
		b. Tel. No. (805) 271-7242
New Indy Containerboard, LLC		
		c. Cell No.
d Address (Chartesity states and 7/2 and a)	a Employer Poproceptative	f. Fax No. (805) 488-0331
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-Mail
5936 Perkins Rd	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @new-indycb.com
CA Oxnard 93033-9044	(b) (6), (b) (7)(C)	h. Number of workers employed
T. C.		89
 Type of Establishment (factory, mine, wholesaler, etc.) Paper & Paper Products 	c.) j. Identify principal product or service Paper recycling	
	engaging in unfair labor practices within the meaning of s	tection 8(a) subsections (1) and (list
subsections) 5		
		abor Relations Act, and these unfair labor
within the meaning of the Act and the Postal Reorga	ne meaning of the Act, or these unfair labor practices are anization Act.	unial practices affecting confinerce
	tatement of the facts constituting the alleged unfair labor	practices)
Z. Zadio di ino dinango (det ionin a didar and dericido d	tationion of the facts consultating the things of them facts	p. 40.1000,
See additional page		
	•	
3. Full name of party filing charge (if labor organization	n give full name including local name and number)	
Full name of party filing charge (if labor organization Mariana Padias		
Mariana Padias T	n, give full name, including local name and number) itle: ing, Energy, Allied Industrial and Service Workers Intern	ational Union, AFL-CIO, CEC
Mariana Padias T	itle: ing, Energy, Allied Industrial and Service Workers Intern	4b. Tel. No.
Mariana Padias T United Steel, Paper and Forestry, Rubber, Manufactur	itle: ing, Energy, Allied Industrial and Service Workers Intern	4b. Tel. No. (412) 562-2466
Mariana Padias Tunited Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP constitution) 60 Blvd of the Allies Ste 807	itle: ing, Energy, Allied Industrial and Service Workers Intern	4b. Tel. No.
Mariana Padias T United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP co	itle: ing, Energy, Allied Industrial and Service Workers Intern	4b. Tel. No. (412) 562-2466
Mariana Padias Tunited Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP constitution) 60 Blvd of the Allies Ste 807	itle: ing, Energy, Allied Industrial and Service Workers Intern	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No.
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP co	itle: ing, Energy, Allied Industrial and Service Workers Intern	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209	itle: ring, Energy, Allied Industrial and Service Workers Interna ode)	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209	itle: ing, Energy, Allied Industrial and Service Workers Intern	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP col 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209 5. Full name of national or international labor organization)	itle: ring, Energy, Allied Industrial and Service Workers International ode) ation of which it is an affiliate or constituent unit (to be fille	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org ed in when charge is filed by a labor
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209 5. Full name of national or international labor organization) 6. DECL	itle: ing, Energy, Allied Industrial and Service Workers Internation ode) ation of which it is an affiliate or constituent unit (to be fille	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org ed in when charge is filed by a labor Tel. No.
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209 5. Full name of national or international labor organization) 6. DECL	itie: ing, Energy, Allied Industrial and Service Workers Internsional ation of which it is an affiliate or constituent unit (to be filled ARATION statements are true to the best of my knowledge and belief.	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org ed in when charge is filed by a labor Tel. No. (412) 562-2466
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209 5. Full name of national or international labor organization) 6. DECL I declare that I have read the above charge and that the s	itle: ing, Energy, Allied Industrial and Service Workers Internsional ation of which it is an affiliate or constituent unit (to be fille ARATION statements are true to the best of my knowledge and belief. Mariana Padias	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org ed in when charge is filed by a labor Tel. No.
Mariana Padias United Steet, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209 5. Full name of national or international labor organization) 6. DECL I declare that I have read the above charge and that the state of	itie: ing, Energy, Allied Industrial and Service Workers Internsional ation of which it is an affiliate or constituent unit (to be filled ARATION statements are true to the best of my knowledge and belief.	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org ed in when charge is filed by a labor Tel. No. (412) 562-2466
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209 5. Full name of national or international labor organization) 6. DECL I declare that I have read the above charge and that the state of	itle: ing, Energy, Allied Industrial and Service Workers Internsional ation of which it is an affiliate or constituent unit (to be fille ARATION statements are true to the best of my knowledge and belief. Mariana Padias Title: Asst. General Counsel	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org ad in when charge is filed by a labor Tel. No. (412) 562-2466 Office, if any, Cell No.
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209 5. Full name of national or international labor organization) 6. DECL I declare that I have read the above charge and that the state of	itile: ring, Energy, Allied Industrial and Service Workers International ation of which it is an affiliate or constituent unit (to be fille ARATION statements are true to the best of my knowledge and belief. Mariana Padias Title: Asst. General Counsel (Print/type name and title or office, if any)	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org ad in when charge is filed by a labor Tel. No. (412) 562-2466 Office, if any, Cell No.
Mariana Padias United Steel, Paper and Forestry, Rubber, Manufactur 4a. Address (Street and number, city, state, and ZIP of 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209 5. Full name of national or international labor organization) 6. DECL I declare that I have read the above charge and that the state of	itle: ing, Energy, Allied Industrial and Service Workers Internsional ation of which it is an affiliate or constituent unit (to be fille ARATION statements are true to the best of my knowledge and belief. Mariana Padias Title: Asst. General Counsel	4b. Tel. No. (412) 562-2466 4c. Cell No. 4d. Fax No. 4e. e-Mail mpadias@usw.org ad in when charge is filed by a labor Tel. No. (412) 562-2466 Office, if any, Cell No. Fax No.

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
New attendance policy	September 2018

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
31-CA-236886	2/27/19	

INSTRUCTIONS:

The all original with NEND Regional Director for the region in		curring.	
1. EMP1	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer New-Indy Containerboard Llc.		b. Tel. No. 805-271-7242	
		c. Cell No. (b) (6), (b) (7)(C)	
Address (Charles the state and 710 and a)	o Employer Poprocentative	f. Fax. No. 805-488-0331	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail	
5936 Perkins Road	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(c) @new-indy	
Oxnard, Ca 93033		h. Number of workers employed 88	
i. Type of Establishment (factory, mine, wholesaler, etc.) Paper Mill	j. Identify principal product or service Recycle Cardboard		
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and	
(list subsections) 8(a)5	of the National Lab	or Relations Act, and thest unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices affecti	ng commerce within the meaning of	
the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor	practices)	
On January 21, 2019, the Union sent an Information Request to Company with a reasonable deadline date to provide the information of January 31, 2019. After no response from the Company, a followup email with the request was sent on February 14, 2019. The Company responded then asking for a Grievance form. The Union explained that Information Requested was not a grievance but needed information to determine if one needed to be filed. On February 15, 2019, again the Company requested a grievance form. Again the Union responded and explained that there was no grievance but needed the information requested. The Company has not provided the information requested as of today February 27, 2019.			
Full name of party filing charge (if labor organization, gi United SteeIworkers Local 675	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 310-522-2277	
1200 E. 220th Street Carson, Ca 90745		4c. Cell No. 562-658-7406	
		4d. Fax No. 310-835-9324	
		4e. e-mail mramirez@usw675.org	
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	t in when charge is tiled by a tabor organization)	
United Steelworkers of America AFL-CIO			
I declare that I have read the above		Tel. No. 310-522-2277	
are true to the best of my knowledge and belief. Manuel Ramirez		Office, if any, Cell No. 562-658-7406	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 310-835-9324	
Address 1200 E. 220th street, C	ANSON, CA 90745 Date 2/27/19	e-mail mramirez@usw675.org	

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(2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		SPACE
	Case	Date Filed
	31-CA-245386	7/23/2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	rring.
1. EMPI	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 805-271-7242
New-Indy Containerboard llc.	1	c. Cell No. (b) (6), (b) (7)(C)
d Address (Chart silv state and 7/2 ands)	La Employer Personalities	f. Fax. No. 805-488-0331
d. Address (Street, city, state, and ZIP code) 5936 Perkins Road	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)⊉new-indycb.com
Oxnard, Ca 93033		h. Number of workers employed 88
Type of Establishment (factory, mlne, wholesaler, etc.) Paper Mill	j. Identify principal product or service Recycle Cardboard	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (5)		Relations Act, and thest unfair labor
practices are practices affecting commerce within the me the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices affecting	commerce within the meaning of
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged untain labor pro	actices)
Since about January 2019, the employer has faile by unreasonably delaying providing relevant and officers (union Unit Chair), by Unreasonably delayers	necessary information requested by the Union Figure 2 information during the grievance process.	
3. Full name of party filing charge (if labor organization, g United Steelworkers, Local 675	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	2)	4b. Tel. No. 310-522-2277
United Steelworkers, Local 675 1200 E.220th Street		4c. Cell No. 562-658-7406
Carson, Ca 90745-3505		4d. Fax No. 310-835-9324
		4e. e-mail mramirez@usw675.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
United Steel, Paper and Forestry, Rubber, Manufacturing, Ene	rgy, Allied Industrial and Service Workers International Union	ı,AFL-CIO
I declare that I have read the abo	ARATION ve charge and that the statements ry knowledge and belief.	Tel. No. 310-522-2277
11/1/1/-	Manuel Ramirez, Field Representative	Office, if any, Cell No. 562-658-7406
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 310-835-9324
1200 E. 220th Street, Carson, Ca 90745- Address	3505 July 23, 2019 Date	e-mail - mramirez@usw675.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Representative
Print Name and Title

Date:

Manuel Ramirez, Field

10/21/19

Office, if any, Cell No. (562) 658-7406

(310) 835-9324

mramirez@usw675.org

Fax No.

e-Mail

my knowledge and belief.

Carson, CA

(signature of representative or person making charge)

Address: 1200 East 220th Street.

By:

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1E. ADDITIONAL SERVICE FOR EMPLOYER

(Legal Representative) CHRISTIAN J. ROWLEY, Attorney Seyfarth Shaw, LLP 560 Mission St, Ste 3100 San Francisco, CA 94105-2992 Phone: (415) 397-2823

Mobile: (415) 377-7195 Fax: (415) 397-8549

Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), 2019, the Union made an information request to the Employer concerning the investigation of a grievance relating to the termination of an employee (b) (6), (b) (7)(C). The Employer provided a response about (b) (6), 2019.

Since about (b) (6). 2019, the Employer failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union about (b) (6).

The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it.

M.R.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

INSTRUCTIONS:

EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No.	
New-Indy Containerboard, LLC		(805) 271-7242	
		c. Cell No.	
		(b) (6), (b) (7)(C)	
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.	
5936 Perkins Rd, Oxnard,	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
CA 93033		g. e-mail	
0,10000		(b) (6), (b) (7)(C)@new-	
	Con attachment for add 195 and	indycb.com	
	-See attachment for additional	h. Dispute Location (City and State)	
	service	Oxnard, CA	
i. Type of Establishment (factory, nursing	j. Principal Product or Service	k. Number of workers at dispute location	
home, hotel)	Recycle Cardboard	88	
Paper Mill	Necycle Calubbalu	1 90	
	ged in and is engaging in unfair labor pra		
		air labor practices are practices affecting	
	ct, or these unfair labor practices are unf	air practices affecting commerce within	
the meaning of the Act and the Postal	clse statement of the facts constituting the alleged	unfair fahar ayantlana)	
SEE ATTACHMENT	cise statement of the facts constituting the alleged	urian labor practices)	
SEE ATTACHMENT		· 1	
2 Eulineme of nodu filing charge //f lohor armon	ization, give full name, including local name and nu	Imbad	
United Steelworkers, Local 67		inider)	
4a. Address (street and number, city, state, and		4b. Tel. No.	
		(310)522-2277	
1200 East 220th Street, Carson, CA		(310)322-2211 4c. Cell No.	
		(562) 658-7406	
		4d. Fax No.	
		(310) 835-9324	
		4e. e-Mail	
	4 4 6 4 6 4 6 6 6 6 6 6 6 6 6 6 6 6 6 6	mramirez@usw675.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor			
organization)			
6. DECLARATION		Tel. No.	
I declare that I have read the above charge	(310)522-2277		
my knowledge and belief.			
		Office, if any, Cell No.	
	Manuel Ramirez, Field	(562) 658-7406	
By: 111/1/1/	Representative	1 ` `	
(signature of representative or person making		Fax No.	
(a) Sharate of tehtese transe of hetsoft making	Starge, Frint Harne and Title	(310) 835-9324	
4000 F 40000 G1	(Deter	e-Mall	
Address: 1200 East 220th Stre	eet, Date: 10/21/19		
Carson, CA	10/21/19	mramirez@usw675.org	
<u> </u>			

WILLFUL TALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1E. ADDITIONAL SERVICE FOR EMPLOYER

(Legal Representative)
CHRISTIAN J. ROWLEY, Attorney
Seyfarth Shaw, LLP
560 Mission St, Ste 3100
San Francisco, CA 94105-2992
Phone: (415) 307 3823

Phone: (415) 397-2823 Mobile: (415) 377-7195 Fax: (415) 397-8549

Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), 2, 2019, the Union made an information request to the Employer concerning the investigation of a grievance (b) (6), (b) (7)(C)

The Employer provided a response about (b) (6), (b) 2019.

Since about [6], 2019, the Employer failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union about (b) (6), 2019.

The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it.

M.R

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Case Date Filed 31-CA-252104 11/19/2019

	 EMPLOYER AGAINST WHOM CHARGE IS BROWN 	OUGHT		
The state of the s		b. Tel. No.		
New-Indy Containerboard, LLC		(805) 271-7242		
		c. Cell No. (b) (6), (b) (7)(C)		
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No. (b) (6), (b) (7)(C)		
5936 Perkins Rd, Oxnard,	(b) (6), (b) (7)(C)			
CA 93033		g. e-Mail		
		(b) (6), (b) (7)(C) @new-		
	-See attachment for additional	indycb.com		
	service	h. Dispute Location (City and State)		
i Type of Establishment (factory, nursing	j. Principal Product or Service	Oxnard, CA k. Number of workers at dispute location		
Type of Establishment (factory, nursing home, hotel)	Recycle Cardboard	88		
Paper Mill	Recycle Calubbalu	00		
	.l iged in and is engaging in unfair labor pra	Luctices within the meaning of section		
8(a) subsections (1) and (5) of the Na	itional Lahor Relations Act, and these unf	air labor practices are practices affecting		
	act, or these unfair labor practices are unf			
the meaning of the Act and the Postal				
	ncise statement of the facts constituting the alleged	unfair labor practices)		
SEE ATTACHMENT				
	nization, give full name, including local name and nu E	imber)		
United Steelworkers, Local 67 4a. Address (street and number, city, state, and	4b. Tel. No.			
1200 East 220th Street, Carso	(310)522-2277			
1200 2401 22011 611661, 64166	4c. Cell No.			
	(562) 658-7406			
		4d. Fax No.		
		(310) 835-9324		
		4e. e-Mail		
·		mramirez@usw675.org		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor				
organization)				
6. DECLARATION		Tel. No.		
I declare that I have read the above charge and that the statements are true to the best of		(310)522-2277		
my knowledge and belief.		Office, if any, Cell No.		
	Manuel Ramirez, Field	(562) 658-7406		
By: /// // *	-	(302) 030 7100		
/oignature of representative or parent making	Representative	Fax No.		
(signature of representative or person making	Guarge) Frint Name and Title	(310) 835-9324		
1200 Fact 220th Ct	not Date: /	(310) 633-9324 e-Mail		
Address: 1200 East 220th Stre	eet, Date: 11/19/19	mramirez@usw675.org		
Carson, CA				

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1E. ADDITIONAL SERVICE FOR EMPLOYER

(Legal Representative) CHRISTIAN J. ROWLEY, Attorney Seyfarth Shaw, LLP 560 Mission St, Ste 3100 San Francisco, CA 94105-2992

Phone: (415) 397-2823 Mobile: (415) 377-7195 Fax: (415) 397-8549

Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), (b) 2019, the Union made an information request to the Employer concerning the investigation of a grievance (b) (6), (b) (7)(C) with a due date of on or before (b) (6), (c) 2019.

About (b) (6), (2019, the Union reiterated its request. The Employer provided a response about (b) (6), (2019).

Since about 2019, the Employer has failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union.

The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

INSTRUCTIONS:

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE Case Date Filed 31-CA-252105 11/19/2019

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. New-Indy Containerboard, LLC (805) 271-7242 (6), (b) (7)(C) d. Address (street, city, state ZIP code) (b) (6), (b) (7)(C) 5936 Perkins Rd, Oxnard, CA 93033 (b) (6), (b) (7)(C) indycb.com See attachment for additional h. Dispute Location (City and State) service Oxnard, CA i. Type of Establishment (factory, nursing j. Principal Product or Service k. Number of workers at dispute location home, hotel) Recycle Cardboard Paper Mill

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)				
United Steelworkers, Local 675				
4a. Address (street and number, city, state, and ZIP code)		4b. Tel. No.		
1200 East 220th Street, Carson, CA		(310)522-2277		
, , , , , , , , , , , , , , , , , , , ,		4c. Cell No.		
		(562) 658-7406		
		4d. Fax No.		
		(310) 835-9324		
	4e. e-Mail			
		mramirez@usw675.org		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)				
6. DECLARATION	Tel. No.			
I declare that I have read the above charge and that the my knowledge and belief.	(310)522-2277			
		Office, if any, Cell No.		
/ ///	Manuel Ramirez, Field	(562) 658-7406		
By: ///	Representative			
(signature of representative or person making charge)	Print Name and Title	Fax No.		
(signature or representative or person manify sinarge)	First Name and Title	(310) 835-9324		
Address: 1200 East 220th Street,	Date: / /	e-Mail		
	11/19/19	mramirez@usw675.org		
Carson, CA	1. 717	in the second of		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1901) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1E. ADDITIONAL SERVICE FOR EMPLOYER

(Legal Representative)
CHRISTIAN J. ROWLEY, Attorney
Seyfarth Shaw, LLP
560 Mission St, Ste 3100
San Francisco, CA 94105-2992

Phone: (415) 397-2823 Mobile: (415) 377-7195 Fax: (415) 397-8549

Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), 2019, the Union made an information request to the Employer concerning the investigation of a grievance (b) (6), (b) (7)(C) with a due date of on or before (b) (7)(C) 2019.

About (b) (6), 2019, the Union reiterated its request. The Employer provided a response about (b) (6), 2019.

Since about 2019, the Employer has failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union.

About 2019, the Employer provided the requested information. The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it.

1417.

Form NLRB - 501 (2-D8)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

INSTRUCTIONS:

home, hotel) Paper Mill **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
31-CA-252113	11/19/2019			

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. New-Indy Containerboard, LLC (805) 271-7242 Cell No. (b) (6), (b) (7)(C) d. Address (street, city, state ZIP code) e. Employer Representative 5936 Perkins Rd, Oxnard, (b) (6), (b) (7)(C) (b) (6), (b) (7 CA 93033 (b) (6), (b) (7)(C) @new-(b) (6), (b) (7)(C) indycb.com See attachment for additional h. Dispute Location (City and State) service Oxnard, CA j. Principal Product or Service i. Type of Establishment (factory, nursing k. Number of workers at dispute location Recycle Cardboard

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) SEE ATTACHMENT

SEE ATTACHMENT				
3. Full name of party filing charge (if labor organization, give full name, including local name and number)				
United Steelworkers, Local 675				
4a. Address (street and number, city, state, and ZIP code)		4b. Tel. No.		
1200 East 220th Street, Carson, CA		(310)522-2277		
		4c. Cell No.		
		(562) 658-7406		
		4d. Fax No.		
		(310) 835-9324		
		4e. e-Mail		
i i		mramirez@usw675.org		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor				
organization)				
6. DECLARATION		Tel. No.		
I declare that I have read the above charge and that the				
my knowledge and belief.	(310)522-2277			
		Office, if any, Cell No.		
	Manuel Ramirez, Field	(562) 658-7406		
By:	Representative			
(signature of representative or person making charge)	Print Name and Title	Fax No.		
(Signature of representative of person making dialign)	Thirtyanio and Thio	(310) 835-9324		
1200 Foot 220th Ctrot	Date:	e-Mail		
Address: 1200 East 220th Street,	Date.	mramirez@usw675.org		
Carson, CA	11/14/19	Threat in or was to to cong		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1901) PRIVACY ACT STATEMENT

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1E. ADDITIONAL SERVICE FOR EMPLOYER

(Legal Representative)
CHRISTIAN J. ROWLEY, Attorney
Seyfarth Shaw, LLP
560 Mission St, Ste 3100
San Francisco, CA 94105-2992
Phone: (415) 307, 2823

Phone: (415) 397-2823 Mobile: (415) 377-7195 Fax: (415) 397-8549

Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), 2019, the Union made an information request to the Employer concerning the investigation of a grievance (b) (6), (b) (7)(C) with a due date of on or before (b) (6), 2019. About (b) (6), 2019, the Union reiterated its request. The Employer provided a response about (b) (6), 2019, after the Step 2 meeting.

Since about 2019, the Employer has failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union.

The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it. Instead, the Employer provided the requested information about 2019. The Employer delayed in providing the information after the Step 2 grievance meeting which is a pattern for the Employer.